



Austin City Council MINUTES

**SPECIAL CALLED MEETING - AUGUST 13, 1991
TOWN LAKE CENTER - 9:00 A.M.**

Mayor Todd called to order the special called meeting of the Council, noting the absence of Mayor Pro Tem Urdy and Councilmember Nofziger. The Mayor announced the purpose of the meeting was to hold a budget worksession.

ELECTRIC DEPARTMENT

John Moore, Director of Electric Utility, introduced his staff, and then directed Council to the pages of the budget document which contain information about the Electric Department. He said no electric rate increase is proposed, and proceeded to illustrate their budget by means of slides. A copy of his presentation is on file in the City Clerk's office. Mr. Moore pointed out that the department employees are pleased about the proposed pay increase to compensate for the rise in cost of living.

WATER AND WASTEWATER

Randy Goss, Director of Water and Wastewater, illustrated his department's budget by means of slides. A copy of his charts are on file in the City Clerk's office.

COMPENSATION AND BENEFITS

Joe Canales began his presentation by introducing his assistants, Ruth Ann Edwards and Galloway Beck. He explained his budget by means of charts, copies of which are on file in the City Clerk's office. Mr. Canales explained the Basics Pay program which is given to employees for outstanding customer service, ideas and innovations. He said this program helps the employees feeling good about themselves and their workplace.

One of the big morale problems, according to Mr. Canales and City Manager Barnett is compression...older employees receiving the same pay as new employees. The proposed pay increases in the 1991-92 budget will help to address that problem for employees who have been with the City five years or more.

Mr. Canales discussed ways to increase the morale of employees. He said department heads and directors should "coach their employees instead of just saying something is done wrong". Dr. Barnett said employee relations goes two ways, "not one way...also evaluation of supervisors should be done by employees because no department can succeed without two-way communication".

Mayor Todd pointed out that as far as employees are concerned there are three prime factors, "cost of living, market and longevity. But most important is two-way communication between employee and supervisor". Mayor Todd went on to say success in the department is "motivated by how employees feel about their supervisor and how he/she does her job".

Councilmember Reynolds commented on the Basics Pay program. He said good ideas should be expected and he feels Basics Pay rewards are so small that he will look at other ways to spend the proposed budgeted dollars.

ADJOURNMENT

The Council adjourned its meeting at 11:41 A.M.